

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION FOUR**

STERICYCLE, INC.

and

**Cases 04-CA-137660,
04-CA-145466,
04-CA-158277 and
04-CA-160621**

TEAMSTERS LOCAL 628

**COUNSEL FOR THE GENERAL COUNSEL'S EXCEPTIONS
TO THE ADMINISTRATIVE LAW JUDGE'S DECISION**

Pursuant to Section 102.46 of the Board's Rules and Regulations, Series 8, as amended, the undersigned Counsel for the General Counsel respectfully files the following Exceptions to the Decision issued by Administrative Law Judge Michael A. Rosas on November 10, 2016:

1. To the Administrative Law Judge's failure to find a Section 8(a)(1) violation and dismissal of the allegation regarding Stericycle, Inc.'s (Respondent) Use of Personal Electronics in the Workplace Policy, which is maintained in both Respondent's policy manual and its nationwide employee handbook, based on his erroneous conclusion that the policy is narrowly tailored to restrict the use of mobile phones and electronic devices in Respondent's work areas, and any impact on Section 7 activity is outweighed by Respondent's substantial business justification for the rules. (ALJD 24(8-35); GCX-22, p. 28; GCX-31)¹

¹ Throughout the Exceptions references to the record and the Administrative Law Judge's Decision will be as follows:

General Counsel's Exhibit.....GCX	(followed by exhibit number)
Administrative Law Judge's Decision.....ALJD	(followed by page and line number)

2. To the Administrative Law Judge's failure to find a Section 8(a)(1) violation and dismissal of the allegation regarding Respondent's Electronic Communications Policy, which is maintained in Respondent's nationwide employee handbook and which the Administrative Law Judge otherwise found to be unlawful, because the General Counsel did not establish that unit employees represented by the Charging Party in particular have access to and use Respondent's email system. (ALJD 28(10-18); GCX-22, p. 26)

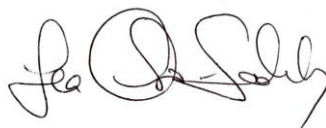
3. To the Administrative Law Judge's failure to find a Section 8(a)(1) and (5) violation and dismissal of the allegations regarding Respondent's failure to provide Teamsters Local 628 (the Union) with earnings statements for the April 13 to September 6, 2014 pay periods. (ALJD 31(3-12); GCX-12(b))

4. To the Administrative Law Judge's finding that the Union had not provided a reason for its ongoing request for earnings statements since the September 7, 2014 pay period, to the factual finding that Respondent's September 22, 2014 letter offered an accommodation to the Union which the Union did not respond to and to the failure to find a Section 8(a)(1) and (5) violation and dismissal of the allegations regarding Respondent's failure to provide the Union with earnings statements since the September 7, 2014 pay period. (ALJD 31-32(35-5); GCX-12(b))

5. To the Administrative Law Judge's failure to find a Section 8(a)(1) and (5) violation and dismissal of the allegations regarding Respondent's failure to provide the Union with power point presentation of an employee survey relating to TMX meetings with employees. (ALJD 36(10-16))

6. To the Administrative Law Judge's order because it inadvertently omits the remedy of rescission of unlawful rules for Respondent's facilities nationwide, although the remedy was set forth in the nationwide notice posting. (ALJD 38-41)

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Lea F. Alvo-Sadiky", written in a cursive style.

Dated: December 23, 2016

LEA F. ALVO-SADIKY
CHRISTINA GUBITOSA
Counsel for the General Counsel
National Labor Relations Board
Fourth Region
One Independence Mall
615 Chestnut Street, Suite 710
Philadelphia, PA 19106-4413
215-597-7630